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## Bargaining Information Series

PAID VACATIONS AND PAID HOLIDAYS IN  
ONTARIO COLLECTIVE AGREEMENTS  
January 1975

Number 2

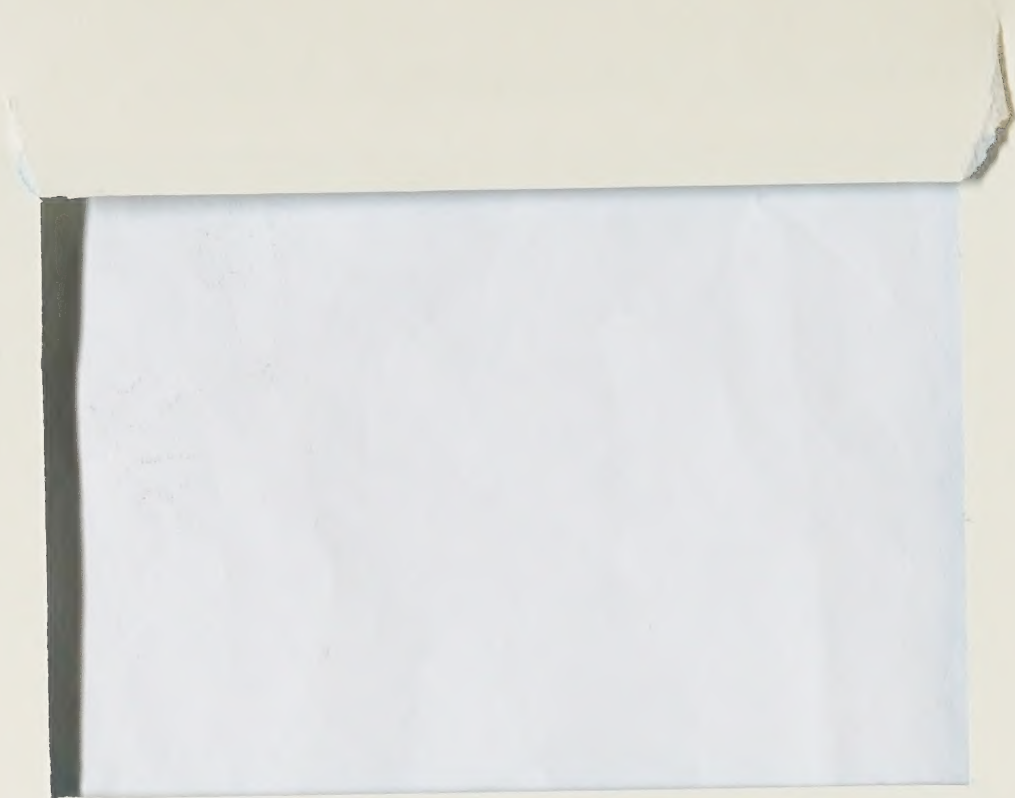


Ontario

Ministry of  
Labour

Research  
Branch

Toronto  
Ontario



PAID VACATIONS AND PAID HOLIDAYS IN  
ONTARIO COLLECTIVE AGREEMENTS  
January 1975


Number 2

by  
Research Branch  
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Hon. John MacBeth  
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Deputy Minister





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## INTRODUCTION

This paper is designed to give quick access to current information on major elements of paid vacation and holiday provisions in Ontario collective agreements.

Detailed tables on the main provisions, broken down by industry, have been prepared to provide information that will be useful in bargaining situations. The tables are preceded by a summary of their contents for quick reference.

This information was drawn from an analysis of all Ontario collective agreements covering bargaining units of 200 or more employees working in industries other than construction. As of January 1975, when the analysis was prepared, there were 838 such agreements, covering 658,072 employees, on file with the Collective Agreements Library of the Ministry of Labour.

For further information, please call Beth Jess at 965-6101.

## PAID VACATIONS

### Maximum Amount of Paid Vacation (Table I)

An analysis of 838 agreements showed that 823 (98.0 per cent) covering 98.0 per cent of the employees have a provision for paid vacations. The agreements with no provision are in the shipping and entertainment industries where the employees generally receive pay in lieu of vacation.

Five weeks is the most common maximum amount of paid vacation and is provided in 45.0 per cent of the 823 agreements for 57.0 per cent of the employees they cover.

Industries where the employees generally receive fewer than 5 weeks maximum vacation are textile, clothing, transportation equipment, health and welfare, communications and personal services. Employees who receive more than 5 weeks vacation are in the rubber and paper industries.

Thirteen agreements provide for increases during the term of the agreement in the maximum amount of vacation, as shown in the following tabulation.

### Changes During the Term of the Agreement in Maximum Amount of Paid Vacation

<u>Maximum Amount of Vacation, in Weeks</u>		<u>Number of Agreements</u>
<u>Increased From</u>	<u>Increased To</u>	
2	3	3
3	4	2
4	5	7
5	6	1

### Vacation Schedule (Tables 2 to 6)

The next tabulation shows the percentages of the 838 agreements analyzed (and the percentages of the employees covered) that have provisions for two, three, four, five and six weeks of paid vacations.



Prevalence of Weeks of  
Paid Vacation

	<u>Per Cent of Total Contracts</u>	<u>Per Cent of Total Employees</u>
Two weeks	96.0	96.0
Three weeks	96.0	90.0
Four weeks	88.0	87.0
Five weeks	56.0	68.0
Six weeks	11.0	10.0

To be eligible for each week of paid vacation there is a service requirement. The following tabulation shows, in summary form, the most common service requirements. Full details are in the attached Tables 2 to 6.

The Most Common Service Requirement  
For Prevalent Vacation Allowances

	<u>Per Cent of Contracts with Provision</u>	<u>Per Cent of Employees Covered</u>
2 weeks after 1 year's service	69.0	71.0
3 weeks after 5 years' service	34.0	33.0
4 weeks after 15 years' service	42.0	49.0
5 weeks after 25 years' service	42.0	36.0
6 weeks after 30 years' service	46.0	58.0

Changes During the Term of the Agreement in Vacation Provisions

A number of agreements change their vacation provisions during the term of the contract. One form of change is to introduce a new provision; for example, a provision for six weeks vacation where previously the maximum amount of vacation was five weeks. Other changes reduce the service requirement to be eligible for specific vacations allowances. These changes are described below.

Two Weeks Vacation: one agreement reduces the service requirement for two weeks vacation from two to one year's service.

Three Weeks Vacation: fifty-five agreements provide for changes during the term of the agreement. Three

of these agreements introduce a new 3-week provision after 1, 5 and 10 years' service, respectively.

As shown in the following tabulation, 52 agreements reduced the service requirement to be eligible for three weeks vacation. The most frequent change - in 17 of the agreements - is to 5 years' service.

Changes During the Term of the  
Agreement in Service Requirement  
for Three Weeks Vacation

<u>Service Requirement, in Years</u>		<u>Number of Agreements</u>
<u>Reduced From</u>	<u>Reduced To</u>	
3	2	2
4	3	1
5	4	3
6	5	9 )
7	5	6 ) 17
8	5	2 )
7	6	11
8	6	4
8	7	5
9	8	4
10	8	1
12	8	1
11	10	2
12	10	1

Four Weeks Vacation: fifty-seven agreements provide for changes during the term of the agreement. One of these agreements introduces a new 4-week provision after 20 years' service.

As shown in the following tabulation, 56 agreements reduce the service requirement to be eligible for four weeks vacation. The most frequent change - in 17 of the agreements - is to 15 years' service.

Changes During the Term of the  
Agreement in Service Requirement  
for Four Weeks Vacation

<u>Service Requirement, in Years</u>		<u>Number of Agreements</u>
<u>Reduced From</u>	<u>Reduced To</u>	
5	3	1
7	5	1
9	8	1
11	10	1
17	10	1
12	11	1
13	12	2
14	12	1
15	12	4
14	13	2
15	13	2
15	14	5
16	15	9 )
17	15	7 ) 17
18	15	1 )
17	16	4
18	16	1
20	16	2
18	17	2
20	17	1
19	18	2
20	18	2
20	19	1
21	20	1
25	20	1

Five Weeks Vacation: thirty-eight agreements provide for changes during the term of the agreement. Eight of these agreements introduce a new 5-week provision; 2 after 20 years' service and 6 after 25 years' service.

As shown in the following tabulation, 30 agreements reduce the service requirement to be eligible for five weeks vacation. The most frequent changes are to 22 years' service in 8 agreements and to 25 years' service in 6 agreements.



Changes During the Term of the  
Agreement in Service Requirement  
for Five Weeks Vacation

---

<u>Service Requirement, in Years</u>		<u>Number of Agreements</u>
<u>Reduced From</u>	<u>Reduced To</u>	
20	17	1
21	20	1
22	20	2
25	20	2
23	21	1
23	22	6 )
24	22	1 ) 8
25	22	1 )
24	23	1
25	23	3
25	24	1
26	25	3 ) 6
30	25	3 )
28	26	1
30	27	1
29	28	1
30	29	1

Six Weeks Vacation: one agreement introduces a new 6-week provision after 30 years' service and two contracts reduce the service requirements from 30 to 25 years' service.

TABLE 1

MAXIMUM NUMBER OF WEEKS OF PAID VACATION

In Ontario Collective Agreements Covering 200 or More Employees, by Industry, as of January 1975

Industry	Maximum Number of Weeks of Paid Vacation									
	Total with Provision for Paid Vacations		2 Weeks		3 Weeks		4 Weeks		4-1/2 Weeks	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.
All Industries .....	823	643,909	16	44,948	65	26,624	254	112,433	8	7,599
Manufacturing .....	462	296,933	9	39,536	55	22,605	144	56,721	6	6,859
Foods and beverages .....	42	20,035	-	-	2	594	10	2,532	-	-
Tobacco products .....	3	1,423	-	-	-	-	1	491	-	-
Rubber and plastic products .....	18	9,529	-	-	2	500	2	423	-	-
Leather industries .....	8	2,771	-	-	4	1,185	2	874	-	-
Textile mill products .....	28	11,472	3	860	4	1,539	14	4,633	-	-
Knitting mills .....	4	1,224	-	-	1	263	2	495	-	-
Clothing industries .....	9	9,080	-	-	6	4,694	-	-	-	-
Wood products .....	12	3,239	-	-	2	470	8	2,104	-	-
Furniture and fixtures .....	12	4,156	-	-	1	320	7	2,203	-	-
Paper and allied products .....	41	17,500	-	-	-	-	4	1,156	-	-
Printing and publishing .....	11	6,398	-	-	-	-	6	3,675	-	-
Primary metal industries .....	28	31,531	-	-	5	2,762	6	2,444	-	-
Metal fabricating .....	51	18,160	-	-	3	949	19	7,223	-	-
Machinery, except electrical .....	27	14,933	-	-	1	300	11	3,960	-	-
Transportation equipment .....	61	83,423	6	38,676	17	6,194	16	9,635	6	6,859
Electrical products .....	52	37,480	-	-	1	200	20	8,657	-	-
Non-metallic mineral products ....	19	8,986	-	-	4	2,150	4	2,126	-	-
Petroleum and coal products .....	2	1,100	-	-	-	-	-	-	-	-
Chemical and chemical products ...	15	6,777	-	-	1	200	2	400	-	-
Miscellaneous manufacturing .....	19	7,716	-	-	1	285	10	3,690	-	-
Non-Manufacturing .....	361	346,976	7	5,412	10	4,019	110	55,712	2	740
Forestry .....	10	4,655	-	-	-	-	-	-	-	-
Mining and quarrying .....	19	25,158	-	-	1	350	7	2,612	-	-
Transportation .....	31	47,728	-	-	-	-	5	8,876	-	-
Storage .....	1	1,700	-	-	-	-	-	-	-	-
Communications .....	16	32,955	5	4,100	-	-	6	8,305	-	-
Electric, gas and water utilities.	13	16,165	-	-	-	-	-	-	-	-
Wholesale trade .....	4	1,312	1	312	-	-	1	400	-	-
Retail trade .....	20	28,474	-	-	-	-	6	2,390	-	-
Finance, insurance and real estate	1	501	-	-	-	-	1	501	-	-
Education and related services ...	51	25,973	1	1,000	-	-	15	4,968	-	-
Health and welfare services .....	81	32,034	-	-	2	756	54	20,909	-	-
Recreational services .....	-	-	-	-	-	-	-	-	-	-
Business services .....	6	2,352	-	-	-	-	2	1,162	2	740
Personal services .....	17	7,390	-	-	6	2,643	11	4,747	-	-
Miscellaneous services .....	1	270	-	-	1	270	-	-	-	-
Federal administration .....	43	84,241	-	-	-	-	1	591	-	-
Provincial administration .....	1	3,739	-	-	-	-	-	-	-	-
Local administration .....	46	32,329	-	-	-	-	1	251	-	-

TABLE 1 (CONT'D)

MAXIMUM NUMBER OF WEEKS OF PAID VACATION

In Ontario Collective Agreements Covering 200 or More Employees, by Industry, as of January 1975

Industry	Maximum Number of Weeks of Paid Vacation											
	Total with Provision for Paid Vacations		5 Weeks		6 Weeks		7 Weeks		Varies with Employees Covered		Changes during Agreement	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.
All Industries .....	823	643,909	371	370,042	87	61,616	6	3,187	3	4,331	13	13,129
Manufacturing .....	462	296,933	165	107,521	70	53,834	3	1,237	-	-	10	8,620
Foods and beverages .....	42	20,035	22	11,956	3	2,560	3	1,237	-	-	2	1,156
Tobacco products .....	3	1,423	1	286	1	646	-	-	-	-	-	-
Rubber and plastic products .....	18	9,529	2	660	12	7,946	-	-	-	-	-	-
Leather industries .....	8	2,771	2	712	-	-	-	-	-	-	-	-
Textile mill products .....	28	11,472	6	3,075	1	1,365	-	-	-	-	-	-
Knitting mills .....	4	1,224	1	466	-	-	-	-	-	-	-	-
Clothing industries .....	9	9,080	2	1,490	-	-	-	-	-	-	-	-
Wood products .....	12	3,239	2	665	-	-	-	-	-	-	1	2,896
Furniture and fixtures .....	12	4,156	2	594	1	275	-	-	-	-	-	-
Paper and allied products .....	41	17,500	10	3,403	27	12,941	-	-	-	-	1	764
Printing and publishing .....	11	6,398	5	2,723	-	-	-	-	-	-	-	-
Primary metal industries .....	28	31,531	8	4,156	9	22,169	-	-	-	-	-	-
Metal fabricating .....	51	18,160	20	7,116	7	2,302	-	-	-	-	2	570
Machinery, except electrical .....	27	14,933	12	8,753	2	482	-	-	-	-	1	1,438
Transportation equipment .....	61	83,423	16	22,059	-	-	-	-	-	-	-	-
Electrical products .....	52	37,480	28	26,939	1	209	-	-	-	-	2	1,475
Non-metallic mineral products ....	19	8,986	9	4,111	1	278	-	-	-	-	1	321
Petroleum and coal products .....	2	1,100	2	1,100	-	-	-	-	-	-	-	-
Chemical and chemical products ...	15	6,777	9	4,980	3	1,197	-	-	-	-	-	-
Miscellaneous manufacturing .....	19	7,716	6	2,277	2	1,464	-	-	-	-	-	-
Non-Manufacturing .....	361	346,976	206	262,521	17	7,782	3	1,950	3	4,331	3	4,509
Forestry .....	10	4,655	9	4,018	1	637	-	-	-	-	-	-
Mining and quarrying .....	19	25,158	9	21,102	1	474	-	-	-	-	1	620
Transportation .....	31	47,728	22	36,534	3	1,518	-	-	-	-	1	800
Storage .....	1	1,700	1	1,700	-	-	-	-	-	-	-	-
Communications .....	16	32,955	5	20,550	-	-	-	-	-	-	-	-
Electric, gas and water utilities.	13	16,165	12	15,901	1	264	-	-	-	-	-	-
Wholesale trade .....	4	1,312	2	600	-	-	-	-	-	-	-	-
Retail trade .....	20	28,474	13	24,884	-	-	1	1,200	-	-	-	-
Finance, insurance and real estate	1	501	-	-	-	-	-	-	-	-	-	-
Education and related services ...	51	25,973	25	9,715	8	3,401	-	-	1	3,800	1	3,089
Health and welfare services .....	81	32,034	24	10,059	-	-	-	-	1	310	-	-
Recreational services .....	-	-	-	-	-	-	-	-	-	-	-	-
Business services .....	6	2,352	2	450	-	-	-	-	-	-	-	-
Personal services .....	17	7,390	-	-	-	-	-	-	-	-	-	-
Miscellaneous services .....	1	270	-	-	-	-	-	-	-	-	-	-
Federal administration .....	43	84,241	41	83,429	-	-	-	-	1	221	-	-
Provincial administration .....	1	3,739	1	3,739	-	-	-	-	-	-	-	-
Local administration .....	46	32,329	40	29,840	3	1,488	2	750	-	-	-	-



TABLE 2

LENGTH OF SERVICE FOR TWO WEEKS PAID VACATION

In Ontario Collective Agreements Covering 200 or More Employees, by Industry, as of January 1975

Industry	Total with 2 Week Provision		Length of Service for Two Weeks Vacation							
			Less than 1 Year		1 Year		2 Years		3 or More Years	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.
All Industries .....	807	631,604	94	113,442	556	449,228	123	50,757	13	9,037
Manufacturing .....	460	294,233	9	5,070	323	232,969	111	46,120	13	9,037
Foods and beverages .....	42	20,035	-	-	20	7,028	17	9,110	5	3,897
Tobacco products .....	3	1,423	-	-	3	1,423	-	-	-	-
Rubber and plastic products .....	18	9,529	-	-	15	8,856	3	673	-	-
Leather industries .....	8	2,771	-	-	4	1,279	3	1,242	-	-
Textile mill products .....	28	11,472	1	1,365	15	6,248	12	3,859	-	-
Knitting mills .....	4	1,224	-	-	2	741	1	220	-	-
Clothing industries .....	8	6,680	-	-	4	4,748	4	1,932	-	-
Wood products .....	12	3,239	-	-	7	1,927	5	1,312	-	-
Furniture and fixtures .....	12	4,156	-	-	8	2,917	4	1,239	-	-
Paper and allied products .....	41	17,500	-	-	36	15,899	5	1,601	-	-
Printing and publishing .....	11	6,398	4	2,333	7	4,065	-	-	-	-
Primary metal industries .....	28	31,531	-	-	22	26,989	5	3,781	1	761
Metal fabricating .....	51	18,160	-	-	35	11,861	12	3,537	4	2,762
Machinery, except electrical .....	27	14,933	1	251	18	10,654	6	2,913	1	800
Transportation equipment .....	61	83,423	1	364	47	77,390	11	4,852	2	817
Electrical products .....	52	37,480	1	270	42	31,735	8	5,266	-	-
Non-metallic mineral products .....	18	8,686	-	-	11	6,565	7	2,121	-	-
Petroleum and coal products .....	2	1,100	-	-	2	1,100	-	-	-	-
Chemical and chemical products ...	15	6,777	-	-	12	6,056	3	721	-	-
Miscellaneous manufacturing .....	19	7,716	1	487	13	5,488	5	1,741	-	-
Non-Manufacturing .....	347	337,371	85	108,372	233	216,259	12	4,637	-	-
Forestry .....	10	4,655	-	-	1	637	-	-	-	-
Mining and quarrying .....	19	25,158	-	-	17	24,489	2	669	-	-
Transportation .....	31	47,728	3	2,139	26	44,916	2	673	-	-
Storage .....	1	1,700	-	-	1	1,700	-	-	-	-
Communications .....	13	30,910	3	7,037	10	23,873	-	-	-	-
Electric, gas and water utilities.	13	16,165	-	-	13	16,165	-	-	-	-
Wholesale trade .....	4	1,312	-	-	4	1,312	-	-	-	-
Retail trade .....	20	28,474	1	2,500	19	25,974	-	-	-	-
Finance, insurance and real estate	1	501	-	-	1	501	-	-	-	-
Education and related services ...	48	21,293	20	11,947	27	9,066	-	-	-	-
Health and welfare services .....	75	29,894	20	8,720	49	17,590	-	-	-	-
Recreational services .....	-	-	-	-	-	-	-	-	-	-
Business services .....	4	1,612	-	-	4	1,612	-	-	-	-
Personal services .....	17	7,390	-	-	9	4,095	8	3,295	-	-
Miscellaneous services .....	1	270	-	-	1	270	-	-	-	-
Federal administration .....	43	84,241	36	71,746	6	12,274	-	-	-	-
Provincial administration .....	1	3,739	1	3,739	-	-	-	-	-	-
Local administration .....	46	32,329	1	544	45	31,785	-	-	-	-

TABLE 2 (CONT'D)

LENGTH OF SERVICE FOR TWO WEEKS PAID VACATION

In Ontario Collective Agreements Covering 200 or More Employees, by Industry, as of January 1975

Industry	Total with 2 Week Provision		Length of Service for Two Weeks Vacation					
			Varies with Employees Covered		Changes during Agreement		Other	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.
All Industries .....	807	631,604	8	4,085	1	209	12	4,846
Manufacturing .....	460	294,233	-	-	1	209	3	828
Foods and beverages .....	42	20,035	-	-	-	-	-	-
Tobacco products .....	3	1,423	-	-	-	-	-	-
Rubber and plastic products .....	18	9,529	-	-	-	-	-	-
Leather industries .....	9	2,771	-	-	-	-	1	250
Textile mill products .....	28	11,472	-	-	-	-	-	-
Knitting mills .....	4	1,224	-	-	-	-	1	263
Clothing industries .....	8	6,680	-	-	-	-	-	-
Wood products .....	12	3,239	-	-	-	-	-	-
Furniture and fixtures .....	12	4,156	-	-	-	-	-	-
Paper and allied products .....	41	17,500	-	-	-	-	-	-
Printing and publishing .....	11	6,398	-	-	-	-	-	-
Primary metal industries .....	28	31,531	-	-	-	-	-	-
Metal fabricating .....	51	18,160	-	-	-	-	-	-
Machinery, except electrical .....	27	14,933	-	-	-	-	1	315
Transportation equipment .....	61	83,423	-	-	-	-	-	-
Electrical products .....	52	37,480	-	-	1	209	-	-
Non-metallic mineral products .....	18	8,686	-	-	-	-	-	-
Petroleum and coal products .....	2	1,100	-	-	-	-	-	-
Chemical and chemical products .....	15	6,777	-	-	-	-	-	-
Miscellaneous manufacturing .....	19	7,716	-	-	-	-	-	-
Non-Manufacturing .....	347	337,371	8	4,085	-	-	9	4,018
Forestry .....	10	4,655	-	-	-	-	9	4,018
Mining and quarrying .....	19	25,158	-	-	-	-	-	-
Transportation .....	31	47,728	-	-	-	-	-	-
Storage .....	1	1,700	-	-	-	-	-	-
Communications .....	13	30,910	-	-	-	-	-	-
Electric, gas and water utilities .....	13	16,165	-	-	-	-	-	-
Wholesale trade .....	4	1,312	-	-	-	-	-	-
Retail trade .....	20	28,474	-	-	-	-	-	-
Finance, insurance and real estate .....	1	501	-	-	-	-	-	-
Education and related services .....	48	21,293	1	280	-	-	-	-
Health and welfare services .....	75	29,894	6	3,584	-	-	-	-
Recreational services .....	-	-	-	-	-	-	-	-
Business services .....	4	1,612	-	-	-	-	-	-
Personal services .....	17	7,390	-	-	-	-	-	-
Miscellaneous services .....	1	270	-	-	-	-	-	-
Federal administration .....	43	84,241	1	221	-	-	-	-
Provincial administration .....	1	3,739	-	-	-	-	-	-
Local administration .....	46	32,329	-	-	-	-	-	-

TABLE 3

LENGTH OF SERVICE FOR THREE WEEKS PAID VACATION

In Ontario Collective Agreements Covering 200 or More Employees, by Industry, as of January 1975

Industry	Total with 3 Week Provision		Length of Service for Three Weeks Vacation											
			Less than 5 Years		5 Years		6 to 9 Years		10 Years		11 to 14 Years		15 Years	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.
All Industries .....	806	595,161	162	183,989	270	193,813	222	123,462	45	36,664	4	2,207	12	10,008
Manufacturing .....	453	257,397	28	29,393	151	110,177	181	76,091	38	16,369	1	520	9	3,056
Foods and beverages .....	42	20,035	3	1,237	8	2,750	25	13,801	1	200	-	-	-	-
Tobacco products .....	3	1,423	-	-	1	286	2	1,137	-	-	-	-	-	-
Rubber and plastic products .....	18	9,529	-	-	15	8,856	1	250	2	423	-	-	-	-
Leather industries .....	8	2,771	-	-	-	-	5	1,481	2	1,040	-	-	1	250
Textile mill products .....	25	10,612	1	360	7	4,031	7	2,030	8	3,216	-	-	1	350
Knitting mills .....	4	1,224	-	-	-	-	2	741	-	-	-	-	2	483
Clothing industries .....	9	9,080	2	3,282	-	-	1	450	-	-	1	520	2	442
Wood products .....	12	3,239	2	535	2	563	7	1,896	1	245	-	-	-	-
Furniture and fixtures .....	12	4,156	-	-	-	-	6	1,630	2	673	-	-	-	-
Paper and allied products .....	41	17,500	-	-	25	12,502	12	3,633	-	-	-	-	-	-
Printing and publishing .....	11	6,398	6	3,317	1	216	-	-	1	410	-	-	-	-
Primary metal industries .....	28	31,531	2	1,300	15	24,859	5	2,196	4	2,532	-	-	1	431
Metal fabricating .....	51	18,160	-	-	15	5,831	25	7,542	5	3,031	-	-	-	-
Machinery, except electrical .....	27	14,933	-	-	7	7,342	16	6,067	-	-	-	-	1	800
Transportation equipment .....	55	44,747	5	14,799	17	12,376	24	13,633	8	3,595	-	-	-	-
Electrical products .....	52	37,480	-	-	17	19,744	25	12,986	2	535	-	-	-	-
Non-metallic mineral products ....	19	8,986	2	736	7	4,733	7	2,686	1	210	-	-	1	300
Petroleum and coal products .....	2	1,100	2	1,100	-	-	-	-	-	-	-	-	-	-
Chemical and chemical products ...	15	6,777	3	2,727	7	2,697	5	1,353	-	-	-	-	-	-
Miscellaneous manufacturing .....	19	7,716	-	-	7	3,391	6	2,579	1	259	-	-	-	-
Non-Manufacturing .....	353	337,764	134	154,596	119	83,636	41	47,371	7	20,295	3	1,687	3	6,952
Forestry .....	10	4,655	-	-	1	637	-	-	-	-	-	-	-	-
Mining and quarrying .....	19	25,158	-	-	10	3,984	-	-	5	19,067	3	1,687	-	-
Transportation .....	31	47,728	4	2,797	6	5,159	21	39,772	-	-	-	-	-	-
Storage .....	1	1,700	-	-	1	1,700	-	-	-	-	-	-	-	-
Communications .....	11	28,855	8	16,055	1	6,800	1	300	-	-	-	-	1	5,700
Electric, gas and water utilities.	13	16,165	2	12,012	6	2,454	3	982	-	-	-	-	-	-
Wholesale trade .....	3	1,000	-	-	2	700	1	300	-	-	-	-	-	-
Retail trade .....	20	28,474	2	3,700	18	24,774	-	-	-	-	-	-	-	-
Finance, insurance and real estate	1	501	1	501	-	-	-	-	-	-	-	-	-	-
Education and related services ...	49	21,173	36	17,534	11	2,924	-	-	-	-	-	-	-	-
Health and welfare services .....	81	32,034	28	10,379	25	10,072	3	1,264	-	-	-	-	-	-
Recreational services .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Business services .....	6	2,352	3	978	3	1,374	-	-	-	-	-	-	-	-
Personal services .....	17	7,390	-	-	2	1,115	8	2,727	2	1,228	-	-	2	1,252
Miscellaneous services .....	1	270	-	-	1	270	-	-	-	-	-	-	-	-
Federal administration .....	43	84,241	40	82,756	1	591	-	-	-	-	-	-	-	-
Provincial administration .....	1	3,739	1	3,739	-	-	-	-	-	-	-	-	-	-
Local administration .....	46	32,329	9	4,145	31	21,082	4	2,026	-	-	-	-	-	-



TABLE 3 (CONT'D)

LENGTH OF SERVICE FOR THREE WEEKS PAID VACATION

In Ontario Collective Agreements Covering 200 or More Employees, by Industry, as of January 1975

Industry	Length of Service for Three Weeks Vacation							
	Total with 3 Week Provision		Varies with Employees Covered		Changes during Agreement		Other	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.
All Industries .....	806	595,161	23	14,909	55	24,894	13	5,215
Manufacturing .....	453	257,397	1	1,265	44	20,526	-	-
Foods and beverages .....	42	20,035	-	-	5	2,047	-	-
Tobacco products .....	3	1,423	-	-	-	-	-	-
Rubber and plastic products .....	18	9,529	-	-	-	-	-	-
Leather industries .....	8	2,771	-	-	-	-	-	-
Textile mill products .....	25	10,612	-	-	1	625	-	-
Knitting mills .....	4	1,224	-	-	-	-	-	-
Clothing industries .....	9	9,080	-	-	3	4,386	-	-
Wood products .....	12	3,239	-	-	-	-	-	-
Furniture and fixtures .....	12	4,156	-	-	4	1,853	-	-
Paper and allied products .....	41	17,500	-	-	4	1,365	-	-
Printing and publishing .....	11	6,398	1	1,265	2	1,190	-	-
Primary metal industries .....	28	31,531	-	-	1	213	-	-
Metal fabricating .....	51	18,160	-	-	6	1,756	-	-
Machinery, except electrical .....	27	14,933	-	-	3	724	-	-
Transportation equipment .....	55	44,747	-	-	1	344	-	-
Electrical products .....	52	37,480	-	-	8	4,215	-	-
Non-metallic mineral products ....	19	8,986	-	-	1	321	-	-
Petroleum and coal products .....	2	1,100	-	-	-	-	-	-
Chemical and chemical products ...	15	6,777	-	-	-	-	-	-
Miscellaneous manufacturing .....	19	7,716	-	-	5	1,487	-	-
Non-Manufacturing .....	353	337,764	22	13,644	11	4,368	13	5,215
Forestry .....	10	4,655	-	-	-	-	9	4,018
Mining and quarrying .....	19	25,158	-	-	-	-	1	420
Transportation .....	31	47,728	-	-	-	-	-	-
Storage .....	1	1,700	-	-	-	-	-	-
Communications .....	11	28,855	-	-	-	-	-	-
Electric, gas and water utilities.	13	16,165	-	-	2	717	-	-
Wholesale trade .....	3	1,000	-	-	-	-	-	-
Retail trade .....	20	28,474	-	-	-	-	-	-
Finance, insurance and real estate	1	501	-	-	-	-	-	-
Education and related services ...	49	21,173	1	280	1	435	-	-
Health and welfare services .....	81	32,034	17	7,394	5	2,148	3	777
Recreational services .....	-	-	-	-	-	-	-	-
Business services .....	6	2,352	-	-	-	-	-	-
Personal services .....	17	7,390	-	-	3	1,068	-	-
Miscellaneous services .....	1	270	-	-	-	-	-	-
Federal administration .....	43	84,241	2	894	-	-	-	-
Provincial administration .....	1	3,739	-	-	-	-	-	-
Local administration .....	46	32,329	2	5,076	-	-	-	-

TABLE 4  
LENGTH OF SERVICE FOR FOUR WEEKS PAID VACATION

In Ontario Collective Agreements Covering 200 or More Employees, by Industry, as of January 1975

Industry	Total with 4 Week Provision		Length of Service for Four Weeks Vacation											
			Less than 5 Years		5 Years		6 to 9 Years		10 Years		11 to 14 Years		15 Years	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.
All Industries .....	739	569,177	6	5,307	5	1,587	7	3,770	43	27,035	99	76,828	313	277,262
Manufacturing .....	395	231,632	-	-	-	-	5	3,316	21	17,583	16	6,398	187	136,242
Foods and beverages .....	40	19,441	-	-	-	-	-	-	4	1,437	1	630	19	9,881
Tobacco products .....	3	1,423	-	-	-	-	-	-	-	-	2	932	1	491
Rubber and plastic products .....	16	9,029	-	-	-	-	-	-	-	-	1	410	13	8,196
Leather industries .....	4	1,586	-	-	-	-	-	-	-	-	1	332	-	-
Textile mill products .....	21	9,073	-	-	-	-	-	-	2	1,725	-	-	7	3,130
Knitting mills .....	3	961	-	-	-	-	-	-	-	-	-	-	1	466
Clothing industries .....	2	1,490	-	-	-	-	-	-	-	-	-	-	-	-
Wood products .....	10	2,769	-	-	-	-	-	-	-	-	3	789	3	880
Furniture and fixtures .....	10	3,072	-	-	-	-	-	-	-	-	-	-	2	625
Paper and allied products .....	41	17,500	-	-	-	-	-	-	-	-	1	248	31	14,514
Printing and publishing .....	11	6,398	-	-	-	-	3	2,097	-	-	-	-	2	626
Primary metal industries .....	24	30,070	-	-	-	-	-	-	6	9,212	-	-	10	15,864
Metal fabricating .....	48	17,211	-	-	-	-	-	-	-	-	-	-	18	7,308
Machinery, except electrical .....	26	14,633	-	-	-	-	-	-	-	-	2	1,689	12	8,832
Transportation equipment .....	37	38,278	-	-	-	-	1	408	1	302	-	-	19	30,670
Electrical products .....	50	36,754	-	-	-	-	-	-	-	-	1	282	26	25,367
Non-metallic mineral products .....	15	6,836	-	-	-	-	-	-	1	436	2	609	7	3,181
Petroleum and coal products .....	2	1,100	-	-	-	-	-	-	2	1,100	-	-	-	-
Chemical and chemical products .....	14	6,577	-	-	-	-	1	811	5	3,371	1	277	6	1,918
Miscellaneous manufacturing .....	18	7,431	-	-	-	-	-	-	-	-	1	200	10	4,293
Non-Manufacturing .....	344	337,545	6	5,307	5	1,587	2	454	22	9,452	83	70,430	126	141,020
Forestry .....	10	4,655	-	-	-	-	-	-	-	-	-	-	1	637
Mining and quarrying .....	18	24,808	-	-	-	-	-	-	7	3,021	-	-	2	613
Transportation .....	31	47,728	-	-	-	-	-	-	1	495	10	14,607	6	7,713
Storage .....	1	1,700	-	-	-	-	-	-	-	-	1	1,700	-	-
Communications .....	11	28,855	-	-	-	-	-	-	-	-	-	-	7	10,055
Electric, gas and water utilities .....	13	16,165	-	-	-	-	-	-	-	-	1	220	6	13,914
Wholesale trade .....	3	1,000	-	-	-	-	-	-	-	-	1	400	-	-
Retail trade .....	20	28,474	-	-	-	-	-	-	2	1,550	17	24,424	1	2,500
Finance, insurance and real estate .....	1	501	-	-	-	-	-	-	-	-	-	-	1	501
Education and related services .....	50	24,973	1	3,800	-	-	1	224	8	3,075	17	6,034	16	6,539
Health and welfare services .....	79	31,278	5	1,507	5	1,587	-	-	3	1,071	15	6,573	27	10,085
Recreational services .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Business services .....	6	2,352	-	-	-	-	-	-	-	-	-	-	3	697
Personal services .....	11	4,747	-	-	-	-	-	-	-	-	-	-	4	1,736
Miscellaneous services .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Federal administration .....	43	84,241	-	-	-	-	-	-	-	-	-	-	32	68,462
Provincial administration .....	1	3,739	-	-	-	-	-	-	-	-	-	-	1	3,739
Local administration .....	46	32,329	-	-	-	-	1	230	1	240	21	16,472	19	15,829

TABLE 4 (CONT'D)

LENGTH OF SERVICE FOR FOUR WEEKS PAID VACATION

In Ontario Collective Agreements Covering 200 or More Employees, by Industry, as of January 1975

Industry	Total with 4 Week Provision		Length of Service for Four Weeks Vacation						Varies with Employees Covered		Changes during Agreement		Other	
			16 to 19 Years		20 Years		Over 20 Years							
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.
All Industries .....	739	569,177	125	81,219	41	33,030	13	12,511	16	7,489	57	36,366	14	6,773
Manufacturing .....	395	231,632	84	28,207	34	13,424	8	4,865	-	-	39	20,332	1	1,265
Foods and beverages .....	40	19,441	11	4,120	1	200	-	-	-	-	4	3,173	-	-
Tobacco products .....	3	1,423	-	-	-	-	-	-	-	-	-	-	-	-
Rubber and plastic products .....	16	9,029	-	-	2	423	-	-	-	-	-	-	-	-
Leather industries .....	4	1,586	2	594	-	-	1	660	-	-	-	-	-	-
Textile mill products .....	21	9,073	3	1,004	5	1,789	3	1,225	-	-	1	200	-	-
Knitting mills .....	3	961	1	275	1	220	-	-	-	-	-	-	-	-
Clothing industries .....	2	1,490	-	-	2	1,490	-	-	-	-	-	-	-	-
Wood products .....	10	2,769	3	855	1	245	-	-	-	-	-	-	-	-
Furniture and fixtures .....	10	3,072	4	1,375	3	828	-	-	-	-	1	244	-	-
Paper and allied products .....	41	17,500	6	1,824	-	-	-	-	-	-	3	914	-	-
Printing and publishing .....	11	6,398	1	221	-	-	-	-	-	-	4	2,189	1	1,265
Primary metal industries .....	24	30,070	1	285	3	2,282	1	431	-	-	3	1,996	-	-
Metal fabricating .....	48	17,211	16	4,096	3	923	3	2,549	-	-	8	2,335	-	-
Machinery, except electrical .....	26	14,633	6	1,949	4	1,615	-	-	-	-	2	548	-	-
Transportation equipment .....	37	38,278	9	3,921	6	2,633	-	-	-	-	1	344	-	-
Electrical products .....	50	36,754	14	4,495	2	517	-	-	-	-	7	6,093	-	-
Non-metallic mineral products .....	15	6,836	3	1,512	-	-	-	-	-	-	2	1,098	-	-
Petroleum and coal products .....	2	1,100	-	-	-	-	-	-	-	-	-	-	-	-
Chemical and chemical products .....	14	6,577	1	200	-	-	-	-	-	-	-	-	-	-
Miscellaneous manufacturing .....	18	7,431	3	1,481	1	259	-	-	-	-	3	1,198	-	-
Non-Manufacturing .....	344	337,545	41	53,012	7	19,606	5	7,646	16	7,489	18	16,034	13	5,508
Forestry .....	10	4,655	-	-	-	-	-	-	-	-	-	-	9	4,018
Mining and quarrying .....	18	24,808	-	-	4	18,808	4	1,946	-	-	-	-	1	420
Transportation .....	31	47,728	13	24,113	-	-	-	-	-	-	1	800	-	-
Storage .....	1	1,700	-	-	-	-	-	-	-	-	-	-	-	-
Communications .....	11	28,855	1	6,000	1	300	1	5,700	-	-	1	6,800	-	-
Electric, gas and water utilities .....	13	16,165	3	982	-	-	-	-	-	-	3	1,049	-	-
Wholesale trade .....	3	1,000	1	300	-	-	-	-	-	-	1	300	-	-
Retail trade .....	20	28,474	-	-	-	-	-	-	-	-	-	-	-	-
Finance, insurance and real estate .....	1	501	-	-	-	-	-	-	-	-	-	-	-	-
Education and related services .....	50	24,973	3	1,036	-	-	-	-	2	741	2	3,524	-	-
Health and welfare services .....	79	31,278	3	1,264	-	-	-	-	11	5,510	7	2,611	3	1,070
Recreational services .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Business services .....	6	2,352	3	1,655	-	-	-	-	-	-	-	-	-	-
Personal services .....	11	4,747	5	2,513	2	498	-	-	-	-	-	-	-	-
Miscellaneous services .....	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Federal administration .....	43	84,241	8	14,685	-	-	-	-	2	894	1	200	-	-
Provincial administration .....	1	3,739	-	-	-	-	-	-	-	-	-	-	-	-
Local administration .....	46	32,329	1	464	-	-	-	-	1	344	2	750	-	-



TABLE 5

LENGTH OF SERVICE FOR FIVE WEEKS PAID VACATION

In Ontario Collective Agreements Covering 200 or More Employees, by Industry, as of January 1975

Industry	Total with 5 Week Provision		Length of Service for Five Weeks Vacation									
			15 Years		16 to 19 Years		20 Years		21 to 24 Years		25 Years	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.
All Industries .....	473	444,434	5	2,845	5	2,197	70	64,185	68	51,167	201	159,832
Manufacturing .....	243	167,451	4	1,645	3	1,743	51	53,348	17	7,633	124	76,926
Foods and beverages .....	30	16,909	3	1,237	-	-	4	1,997	3	2,347	15	8,663
Tobacco products .....	2	932	-	-	2	932	-	-	-	-	-	-
Rubber and plastic products .....	14	8,606	-	-	-	-	12	7,946	-	-	1	250
Leather industries .....	2	712	-	-	-	-	-	-	-	-	2	712
Textile mill products .....	7	4,440	-	-	-	-	2	1,725	1	351	3	2,079
Knitting mills .....	1	466	-	-	-	-	1	466	-	-	-	-
Clothing industries .....	2	1,490	-	-	-	-	-	-	-	-	-	-
Wood products .....	2	665	-	-	-	-	-	-	-	-	1	315
Furniture and fixtures .....	3	869	-	-	-	-	-	-	1	275	1	350
Paper and allied products .....	37	16,344	-	-	-	-	1	248	3	911	30	14,133
Printing and publishing .....	5	2,723	-	-	-	-	-	-	-	-	5	2,723
Primary metal industries .....	18	27,626	-	-	-	-	5	8,587	-	-	9	16,700
Metal fabricating .....	27	9,433	-	-	-	-	1	1,104	2	1,106	16	4,835
Machinery, except electrical .....	15	10,673	-	-	-	-	6	7,739	2	822	7	2,112
Transportation equipment .....	16	22,059	1	408	-	-	8	17,680	-	-	6	3,627
Electrical products .....	30	28,097	-	-	-	-	-	-	2	781	13	13,348
Non-metallic mineral products .....	10	4,389	-	-	-	-	2	714	3	1,040	4	2,304
Petroleum and coal products .....	2	1,100	-	-	-	-	2	1,100	-	-	-	-
Chemical and chemical products .....	12	6,177	-	-	1	811	6	3,648	-	-	5	1,718
Miscellaneous manufacturing .....	8	3,741	-	-	-	-	1	394	-	-	6	3,057
Non-Manufacturing .....	230	276,983	1	1,200	2	454	19	10,837	51	43,534	77	82,906
Forestry .....	10	4,655	-	-	-	-	-	-	-	-	1	637
Mining and quarrying .....	11	22,196	-	-	-	-	3	1,262	-	-	2	651
Transportation .....	26	38,852	-	-	-	-	4	4,316	2	1,059	16	30,737
Storage .....	1	1,700	-	-	-	-	1	1,700	-	-	-	-
Communications .....	5	20,550	-	-	-	-	-	-	-	-	2	6,973
Electric, gas and water utilities .....	13	16,165	-	-	-	-	-	-	2	629	7	14,134
Wholesale trade .....	2	600	-	-	-	-	1	300	-	-	-	-
Retail trade .....	14	26,084	1	1,200	-	-	-	-	11	22,176	1	208
Finance, insurance and real estate .....	-	-	-	-	-	-	-	-	-	-	-	-
Education and related services .....	34	16,205	-	-	1	224	3	838	11	3,926	14	6,167
Health and welfare services .....	24	10,059	-	-	-	-	3	891	4	1,212	15	7,061
Recreational services .....	-	-	-	-	-	-	-	-	-	-	-	-
Business services .....	2	450	-	-	-	-	-	-	1	212	1	238
Personal services .....	-	-	-	-	-	-	-	-	-	-	-	-
Miscellaneous services .....	-	-	-	-	-	-	-	-	-	-	-	-
Federal administration .....	42	83,650	-	-	-	-	-	-	-	-	1	1,316
Provincial administration .....	1	3,739	-	-	-	-	-	-	-	-	-	-
Local administration .....	45	32,078	-	-	1	230	4	1,530	20	14,320	17	14,784

TABLE 5 (CONT'D)

LENGTH OF SERVICE FOR FIVE WEEKS PAID VACATION

In Ontario Collective Agreements Covering 200 or More Employees, by Industry, as of January 1975

Industry	Total with 5 Week Provision		Length of Service for Five Weeks Vacation						Changes during Agreement		Other	
			26 to 29 Years		30 Years		Over 30 Years					
	Agrts.	Empls	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.
All Industries .....	473	444,434	11	10,834	62	115,577	2	1,490	38	30,978	11	5,329
Manufacturing .....	243	167,451	9	4,595	5	3,056	2	2,490	27	16,244	1	771
Foods and beverages .....	30	16,909	-	-	-	-	-	-	4	1,894	1	771
Tobacco products .....	2	932	-	-	-	-	-	-	-	-	-	-
Rubber and plastic products .....	14	8,606	-	-	-	-	-	-	1	410	-	-
Leather industries .....	2	712	-	-	-	-	-	-	-	-	-	-
Textile mill products .....	7	4,440	1	285	-	-	-	-	-	-	-	-
Knitting mills .....	1	466	-	-	-	-	-	-	-	-	-	-
Clothing industries .....	2	1,490	-	-	-	-	2	1,490	-	-	-	-
Wood products .....	2	665	-	-	-	-	-	-	1	350	-	-
Furniture and fixtures .....	3	869	-	-	-	-	-	-	1	244	-	-
Paper and allied products .....	37	16,344	1	300	1	400	-	-	1	352	-	-
Printing and publishing .....	5	2,723	-	-	-	-	-	-	-	-	-	-
Primary metal industries .....	18	27,626	-	-	1	1,301	-	-	3	1,038	-	-
Metal fabricating .....	27	9,433	2	684	1	225	-	-	5	1,479	-	-
Machinery, except electrical .....	15	10,673	-	-	-	-	-	-	-	-	-	-
Transportation equipment .....	16	22,059	-	-	-	-	-	-	1	344	-	-
Electrical products .....	30	28,097	5	3,326	2	1,130	-	-	8	9,512	-	-
Non-metallic mineral products .....	10	4,389	-	-	-	-	-	-	1	331	-	-
Petroleum and coal products .....	2	1,100	-	-	-	-	-	-	-	-	-	-
Chemical and chemical products .....	12	6,177	-	-	-	-	-	-	-	-	-	-
Miscellaneous manufacturing .....	8	3,741	-	-	-	-	-	-	1	290	-	-
Non-Manufacturing .....	230	276,983	2	6,239	57	112,521	-	-	11	14,734	10	4,558
Forestry .....	10	4,655	-	-	-	-	-	-	-	-	9	4,018
Mining and quarrying .....	11	22,196	-	-	5	19,663	-	-	1	620	-	-
Transportation .....	26	38,852	-	-	-	-	-	-	4	2,740	-	-
Storage .....	1	1,700	-	-	-	-	-	-	-	-	-	-
Communications .....	5	20,550	-	-	2	6,777	-	-	1	6,800	-	-
Electric, gas and water utilities .....	13	16,165	-	-	4	1,402	-	-	-	-	-	-
Wholesale trade .....	2	600	-	-	-	-	-	-	1	300	-	-
Retail trade .....	14	26,084	1	2,500	-	-	-	-	-	-	-	-
Finance, insurance and real estate .....	-	-	-	-	-	-	-	-	-	-	-	-
Education and related services .....	34	16,205	-	-	3	1,526	-	-	2	3,524	-	-
Health and welfare services .....	24	10,059	-	-	1	355	-	-	-	-	1	540
Recreational services .....	-	-	-	-	-	-	-	-	-	-	-	-
Business services .....	2	450	-	-	-	-	-	-	-	-	-	-
Personal services .....	-	-	-	-	-	-	-	-	-	-	-	-
Miscellaneous services .....	-	-	-	-	-	-	-	-	-	-	-	-
Federal administration .....	42	83,650	-	-	41	82,334	-	-	-	-	-	-
Provincial administration .....	1	3,739	1	3,739	-	-	-	-	-	-	-	-
Local administration .....	45	32,078	-	-	1	464	-	-	2	750	-	-

TABLE 6

LENGTH OF SERVICE FOR SIX WEEKS PAID VACATION

In Ontario Collective Agreements Covering 200 or More Employees, by Industry, as of January 1975

Industry	Total with 6 Week Provision		Length of Service for Six Weeks Vacation							
			20 Years		21 to 24 Years		25 Years		26 to 29 Years	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.
All Industries .....	94	66,241	4	2,437	1	230	3	1,196	26	13,111
Manufacturing .....	74	56,509	3	1,237	-	-	2	972	23	11,611
Foods and beverages .....	6	3,797	3	1,237	-	-	1	637	-	-
Tobacco products .....	1	646	-	-	-	-	-	-	-	-
Rubber and plastic products .....	12	7,946	-	-	-	-	-	-	-	-
Leather industries .....	-	-	-	-	-	-	-	-	-	-
Textile mill products .....	1	1,365	-	-	-	-	-	-	-	-
Knitting mills .....	-	-	-	-	-	-	-	-	-	-
Clothing industries .....	-	-	-	-	-	-	-	-	-	-
Wood products .....	-	-	-	-	-	-	-	-	-	-
Furniture and fixtures .....	1	275	-	-	-	-	-	-	-	-
Paper and allied products .....	27	12,941	-	-	-	-	-	-	23	11,611
Printing and publishing .....	-	-	-	-	-	-	-	-	-	-
Primary metal industries .....	9	22,169	-	-	-	-	-	-	-	-
Metal fabricating .....	7	2,302	-	-	-	-	1	335	-	-
Machinery, except electrical .....	3	1,920	-	-	-	-	-	-	-	-
Transportation equipment .....	-	-	-	-	-	-	-	-	-	-
Electrical products .....	1	209	-	-	-	-	-	-	-	-
Non-metallic mineral products .....	1	278	-	-	-	-	-	-	-	-
Petroleum and coal products .....	-	-	-	-	-	-	-	-	-	-
Chemical and chemical products ...	3	1,197	-	-	-	-	-	-	-	-
Miscellaneous manufacturing .....	2	1,464	-	-	-	-	-	-	-	-
Non-Manufacturing .....	20	9,732	1	1,200	1	230	1	224	3	1,500
Forestry .....	1	637	-	-	-	-	-	-	1	637
Mining and quarrying .....	1	474	-	-	-	-	-	-	-	-
Transportation .....	3	1,518	-	-	-	-	-	-	-	-
Storage .....	-	-	-	-	-	-	-	-	-	-
Communications .....	-	-	-	-	-	-	-	-	-	-
Electric, gas and water utilities.	1	264	-	-	-	-	-	-	1	264
Wholesale trade .....	-	-	-	-	-	-	-	-	-	-
Retail trade .....	1	1,200	1	1,200	-	-	-	-	-	-
Finance, insurance and real estate	-	-	-	-	-	-	-	-	-	-
Education and related services ...	8	3,401	-	-	-	-	1	224	-	-
Health and welfare services .....	-	-	-	-	-	-	-	-	-	-
Recreational services .....	-	-	-	-	-	-	-	-	-	-
Business services .....	-	-	-	-	-	-	-	-	-	-
Personal services .....	-	-	-	-	-	-	-	-	-	-
Miscellaneous services .....	-	-	-	-	-	-	-	-	-	-
Federal administration .....	-	-	-	-	-	-	-	-	-	-
Provincial administration .....	-	-	-	-	-	-	-	-	-	-
Local administration .....	5	2,238	-	-	1	230	-	-	1	599



TABLE 6 (CONT'D)

LENGTH OF SERVICE FOR SIX WEEKS PAID VACATION

In Ontario Collective Agreements Covering 200 or More Employees, by Industry, as of January 1975

Industry	Total with 6 Week Provision		Length of Service for Six Weeks Vacation				Changes during Agreement	
			30 Years		Over 30 Years			
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.
All Industries .....	94	66,241	43	38,374	14	7,672	3	3,221
Manufacturing .....	74	56,509	37	35,483	6	3,985	3	3,221
Foods and beverages .....	6	3,797	2	1,923	-	-	-	-
Tobacco products .....	1	646	1	646	-	-	-	-
Rubber and plastic products .....	12	7,946	12	7,946	-	-	-	-
Leather industries .....	-	-	-	-	-	-	-	-
Textile mill products .....	1	1,365	-	-	1	1,365	-	-
Knitting mills .....	-	-	-	-	-	-	-	-
Clothing industries .....	-	-	-	-	-	-	-	-
Wood products .....	-	-	-	-	-	-	-	-
Furniture and fixtures .....	1	275	1	275	-	-	-	-
Paper and allied products .....	27	12,941	3	977	1	353	-	-
Printing and publishing .....	-	-	-	-	-	-	-	-
Primary metal industries .....	9	22,169	7	20,386	-	-	2	1,783
Metal fabricating .....	7	2,302	6	1,967	-	-	-	-
Machinery, except electrical .....	3	1,920	2	482	-	-	1	1,438
Transportation equipment .....	-	-	-	-	-	-	-	-
Electrical products .....	1	209	1	209	-	-	-	-
Non-metallic mineral products ....	1	278	1	278	-	-	-	-
Petroleum and coal products .....	-	-	-	-	-	-	-	-
Chemical and chemical products ...	3	1,197	-	-	3	1,197	-	-
Miscellaneous manufacturing .....	2	1,464	1	394	1	1,070	-	-
Non-Manufacturing .....	20	9,732	6	2,891	8	3,687	-	-
Forestry .....	1	637	-	-	-	-	-	-
Mining and quarrying .....	1	474	1	474	-	-	-	-
Transportation .....	3	1,518	2	1,008	2	510	-	-
Storage .....	-	-	-	-	-	-	-	-
Communications .....	-	-	-	-	-	-	-	-
Electric, gas and water utilities.	1	264	-	-	-	-	-	-
Wholesale trade .....	-	-	-	-	-	-	-	-
Retail trade .....	1	1,200	-	-	-	-	-	-
Finance, insurance and real estate	-	-	-	-	-	-	-	-
Education and related services ...	8	3,401	-	-	7	3,177	-	-
Health and welfare services .....	-	-	-	-	-	-	-	-
Recreational services .....	-	-	-	-	-	-	-	-
Business services .....	-	-	-	-	-	-	-	-
Personal services .....	-	-	-	-	-	-	-	-
Miscellaneous services .....	-	-	-	-	-	-	-	-
Federal administration .....	-	-	-	-	-	-	-	-
Provincial administration .....	-	-	-	-	-	-	-	-
Local administration .....	5	2,238	3	1,409	-	-	-	-

PAID HOLIDAYS

Number of Paid Holidays (Table 7)

An analysis of 838 agreements showed that 825 (98.0 per cent) covering 98.0 per cent of the employees provide for a given number of paid holidays per year. The agreements with no provision are mostly in the entertainment industry.

The following tabulation lists the different provisions relating to the number of paid holidays. For the sake of conciseness, some of these provisions are combined in Table 7, in which the number of holidays is given by industry division.

Number of Paid Holidays

	<u>No. of Days</u>	<u>No. of Agreements</u>	<u>No. of Employees</u>
6		1	250
7		2	706
8		16	12,957
8 and one half day		2	1,252
8 and two half days		3	938
9		105	71,719
9 and one half day		5	2,577
9 and two half days		45	17,971
10		238	165,426
10 and one half day		10	5,824
10 and two half days		15	6,265
11		233	221,870
11 and one half day		5	2,082
11 and two half days		9	3,198
12		52	30,472
12 and one half day		3	821
13		12	4,718
14		3	2,632
15		4	38,291
16		1	314
Varies with employees covered		6	1,666
Changes during agreement		49	50,922
Other		<u>6</u>	<u>4,970</u>
Total with Provision		825	647,841

As the tabulation shows, the most common provisions are:

- a) 10 full days in 29.0 per cent of the 825 agreements with a provision, covering 26.0 per cent of the employees;
- b) 11 full days in 28.0 per cent of the agreements, covering 34.0 per cent of the employees.

Industries where the employees generally receive fewer than 10 holidays are food and beverage, knitting mills, clothing, leather, printing and publishing, primary metal, mining and quarrying and personal services. Employees who receive more than 11 holidays are in tobacco, transportation equipment, paper industries and local administration.

In forty-nine agreements, there are changes during the term of the agreement in the number of holidays provided. In thirty-nine of these agreements the number of paid holidays increases, as shown in the following tabulation.

Changes During the Term of the  
Agreement in the Number  
of Paid Holidays

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<u>Number of Holidays, in Days</u>		<u>Number of Agreements</u>
<u>Increased From</u>	<u>Increased To</u>	
8	9	
9	10	5
10	11	15
11	12	3
12	13	10
13	14	2
14	15	1

The remaining ten agreements that provide for changes during the term of the agreement give paid days off during the Christmas shutdown and the number of days off varies with each year depending on which day of the week Christmas falls.

Pay for Work on Paid Holidays (Table 8)

Eight hundred and twenty (98.0 per cent) of the agreements, covering 97.0 per cent of the employees, have a provision for pay for work on a paid holiday.



Three formulae are most commonly used to determine the amount of pay for work performed on holidays:

- a) holiday pay plus either pay for the time worked or paid time off (73.0 per cent of those with a provision);
- b) paid day off plus pay for the time worked;
- c) choice of holiday pay or paid day off plus pay for the time worked.

The first formula is found in all industries; the other two are found chiefly in health and welfare, personal services and local administration.

The most prevalent forms of payment for holidays worked are: holiday pay plus time-and-one-half for the time worked (37.0 per cent of the 820 agreements, covering 37.0 per cent of the employees); and holiday pay plus double time for the time worked (32.0 per cent of the agreements, covering 34.0 per cent of the employees).

#### Work Requirement for Holiday Pay

Eighty-three per cent of the 838 agreements analyzed require the employee to be at work on specified days to be eligible for holiday pay. Of the 694 agreements with this provision, 77.0 per cent, covering 72.0 per cent of the employees, require the employee to be at work the day before and the day after the holiday.

#### Work Requirement for Holiday Pay

	<u>Number of Agreements</u>	<u>Number of Employees</u>
Employee must work:		
- the day before and after the holiday	535	379,932
- either the day before or after the holiday	10	8,167
- the day before the holiday	4	1,581
- some time during the holiday week, payroll period or other specified period	51	55,201
- combinations of above	92	83,197
Other	<u>2</u>	<u>756</u>
Total with provision	694	528,834

Service Requirement for Holiday Pay

Fifty per cent of the 838 agreements analyzed provide for a minimum service requirement before the employee is eligible for holiday pay. Of the 417 agreements with this provision, 21.0 per cent require 30 or fewer calendar days and 19.0 per cent require 31 to 60 working days service, to be eligible for holiday pay.

Service Requirement for Holiday Pay

	<u>Number of Agreements</u>	<u>Number of Employees</u>
<u>Minimum Service Requirement Specified in Calendar Days</u>		
30 or fewer days	87	79,211
31 to 60 days	44	18,277
61 to 90 days	23	27,155
<u>Minimum Service Requirement Specified in Working Days</u>		
30 or fewer days	52	23,185
31 to 60 days	78	27,284
61 to 90 days	9	40,659
<u>Minimum Service Requirement Specified in Weeks</u>	10	3,132
<u>Minimum Service Requirement Specified in Months</u>		
1 month	14	16,748
2 months	12	4,545
3 months	37	18,304
More than 3 months	8	3,899
Minimum Service not specified	2	2,779
Other	<u>41</u>	<u>21,228</u>
Total with provision	417	286,406

TABLE 7  
NUMBER OF PAID HOLIDAYS  
In Ontario Collective Agreements Covering 200 or More Employees, by Industry, as of January 1975

Industry	Number of Paid Holidays													
	Total with Provision		Less than 9 Full Days		8 and 2 Halves, 9 and 9-1/2		9 and 2 Halves, 10 and 10-1/2		10 and 2 Halves, 11 and 11-1/2		11 and 2 Halves, 12 and 12-1/2		13 Full Days	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.
All Industries .....	825	647,841	21	15,165	113	75,234	293	189,221	253	230,217	64	34,491	12	4,718
Manufacturing .....	462	296,933	10	8,025	83	54,614	161	70,728	104	46,685	47	28,245	9	3,934
Foods and beverages .....	42	20,035	-	-	19	9,904	14	5,356	6	3,077	2	880	-	-
Tobacco products .....	3	1,423	-	-	-	-	-	-	-	-	1	491	-	-
Rubber and plastic products .....	18	9,529	-	-	-	-	4	1,220	13	7,899	-	-	1	410
Leather industries .....	8	2,771	1	380	4	1,137	2	594	-	-	-	-	-	-
Textile mill products .....	28	11,472	1	275	9	2,549	12	5,190	4	2,312	2	1,146	-	-
Knitting mills .....	4	1,224	2	495	1	263	-	-	-	-	-	-	-	-
Clothing industries .....	9	9,080	4	6,378	3	1,212	-	-	-	-	-	-	-	-
Wood products .....	12	3,239	1	276	2	572	7	1,763	2	628	-	-	-	-
Furniture and fixtures .....	12	4,156	-	-	3	839	6	2,462	2	505	-	-	-	-
Paper and allied products .....	41	17,500	-	-	2	691	9	2,918	17	6,860	8	4,823	2	950
Printing and publishing .....	11	6,398	1	221	7	5,315	3	862	-	-	-	-	-	-
Primary metal industries .....	28	31,531	-	-	13	25,006	7	3,307	-	-	5	1,969	-	-
Metal fabricating .....	51	18,160	-	-	8	2,491	21	7,633	11	3,729	3	975	2	878
Machinery, except electrical .....	27	14,933	-	-	-	-	11	6,694	7	3,203	4	1,650	2	986
Transportation equipment .....	61	83,423	-	-	5	2,101	9	4,350	14	4,732	15	11,544	-	-
Electrical products .....	52	37,480	-	-	2	724	26	15,265	17	9,211	1	600	1	276
Non-metallic mineral products .....	19	8,986	-	-	3	1,310	8	3,154	2	599	5	3,683	-	-
Petroleum and coal products .....	2	1,100	-	-	-	-	2	1,100	-	-	-	-	-	-
Chemical and chemical products .....	15	6,777	-	-	-	-	12	5,504	1	355	1	484	1	434
Miscellaneous manufacturing .....	19	7,716	-	-	2	500	8	3,356	8	3,575	-	-	-	-
Non-Manufacturing .....	363	350,908	11	7,140	30	20,620	132	118,493	149	183,532	17	6,246	3	784
Forestry .....	10	4,655	-	-	-	-	-	-	10	4,655	-	-	-	-
Mining and quarrying .....	19	25,158	-	-	12	4,763	5	19,667	-	-	1	203	-	-
Transportation .....	36	54,198	1	1,002	6	6,850	22	36,603	5	8,008	-	-	-	-
Storage .....	1	1,700	-	-	-	-	-	-	1	1,700	-	-	-	-
Communications .....	14	32,355	3	3,500	1	300	6	14,351	2	6,777	1	627	-	-
Electric, gas and water utilities .....	13	16,165	-	-	1	420	4	1,529	7	13,952	1	264	-	-
Wholesale trade .....	4	1,312	-	-	-	-	2	700	1	300	-	-	-	-
Retail trade .....	20	28,474	-	-	5	6,633	11	11,590	4	10,251	-	-	-	-
Finance, insurance and real estate .....	1	501	-	-	-	-	-	-	1	501	-	-	-	-
Education and related services .....	50	24,973	1	250	2	725	2	980	36	20,638	3	850	2	549
Health and welfare services .....	81	32,034	-	-	-	-	64	25,975	9	3,615	-	-	-	-
Recreational services .....	1	250	1	250	-	-	-	-	-	-	-	-	-	-
Business services .....	6	2,352	1	247	-	-	5	2,105	-	-	-	-	-	-
Personal services .....	17	7,390	3	1,682	3	929	9	4,132	1	310	-	-	-	-
Miscellaneous services .....	2	479	1	209	-	-	1	270	-	-	-	-	-	-
Federal administration .....	42	83,568	-	-	-	-	1	591	41	82,977	-	-	-	-
Provincial administration .....	1	3,739	-	-	-	-	-	-	1	3,739	-	-	-	-
Local administration .....	45	31,605	-	-	-	-	-	-	30	26,109	11	4,302	1	235



TABLE 7 (CONT'D)

## NUMBER OF PAID HOLIDAYS

In Ontario Collective Agreements Covering 200 or More Employees, by Industry, as of January 1975

[illegible]

TABLE 8

PAY FOR WORK ON PAID HOLIDAYS

In Ontario Collective Agreements Covering 200 or More Employees, by Industry, as of January 1975

Industry	Pay for Work on Holidays											
	Total with Provision		Holiday Pay Plus:									
			Straight-Time		Time and One-Half		Double Time		Paid Time Off or Pay		Other	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.
All Industries .....	820	640,693	13	8,899	301	235,281	261	215,055	20	10,924	5	2,207
Manufacturing .....	458	292,628	6	1,624	182	87,999	196	155,964	3	1,415	2	628
Foods and beverages .....	41	19,515	-	-	20	7,019	11	7,331	2	765	-	-
Tobacco products .....	2	777	-	-	-	-	2	777	-	-	-	-
Rubber and plastic products .....	18	9,529	-	-	-	-	18	9,529	-	-	-	-
Leather industries .....	8	2,771	3	769	3	1,290	2	712	-	-	-	-
Textile mill products .....	27	11,229	-	-	13	4,309	9	2,990	-	-	-	-
Knitting mills .....	4	1,224	-	-	3	1,004	-	-	-	-	-	-
Clothing industries .....	8	6,184	-	-	8	6,184	-	-	-	-	-	-
Wood products .....	12	3,239	-	-	7	1,890	4	1,073	-	-	-	-
Furniture and fixtures .....	12	4,156	-	-	7	2,439	5	1,717	-	-	-	-
Paper and allied products .....	41	17,500	-	-	10	3,252	6	2,124	-	-	-	-
Printing and publishing .....	11	6,398	-	-	1	221	5	3,769	-	-	-	-
Primary metal industries .....	28	31,531	-	-	17	15,073	8	3,390	-	-	-	-
Metal fabricating .....	51	18,160	1	335	22	7,357	19	6,455	-	-	-	-
Machinery, except electrical .....	27	14,933	-	-	9	2,831	17	11,851	-	-	-	-
Transportation equipment .....	61	85,423	1	232	15	5,723	41	75,936	-	-	-	-
Electrical products .....	52	37,480	-	-	26	20,767	24	15,909	-	-	-	-
Non-metallic mineral products .....	19	8,986	-	-	7	2,226	10	5,717	-	-	1	278
Petroleum and coal products .....	2	1,100	-	-	-	-	1	750	-	-	1	350
Chemical and chemical products .....	15	6,777	-	-	6	2,544	5	3,026	-	-	-	-
Miscellaneous manufacturing .....	19	7,716	1	288	8	3,870	9	2,908	1	650	-	-
Non-Manufacturing .....	362	348,065	7	7,275	119	147,282	65	59,091	17	9,509	3	1,579
Forestry .....	10	4,655	-	-	9	4,018	-	-	-	-	-	-
Mining and quarrying .....	19	25,158	-	-	18	24,899	-	-	-	-	1	259
Transportation .....	35	53,988	3	5,910	22	39,615	2	1,509	-	-	1	1,002
Storage .....	1	1,700	-	-	-	-	1	1,700	-	-	-	-
Communications .....	14	32,355	-	-	2	6,777	3	3,500	3	1,678	-	-
Electric, gas and water utilities .....	13	16,165	-	-	-	-	8	14,216	-	-	-	-
Wholesale trade .....	4	1,312	-	-	-	-	4	1,312	-	-	-	-
Retail trade .....	20	28,474	-	-	3	3,669	17	24,805	-	-	-	-
Finance, insurance and real estate .....	1	501	-	-	1	501	-	-	-	-	-	-
Education and related services .....	49	21,173	-	-	17	8,713	23	8,791	2	1,177	-	-
Health and welfare services .....	81	32,034	-	-	19	7,943	-	-	2	616	1	318
Recreational services .....	2	475	-	-	-	-	-	-	-	-	-	-
Business services .....	5	2,140	-	-	1	915	-	-	-	-	-	-
Personal services .....	17	7,390	2	616	4	2,271	1	359	1	949	-	-
Miscellaneous services .....	2	479	-	-	1	270	-	-	-	-	-	-
Federal administration .....	43	84,241	-	-	9	40,122	1	591	6	3,942	-	-
Provincial administration .....	1	3,739	-	-	-	-	-	-	-	-	-	-
Local administration .....	45	32,086	2	749	13	7,569	5	2,308	3	1,147	-	-

TABLE 8 (CONT'D)

PAY FOR WORK ON PAID HOLIDAYS

In Ontario Collective Agreements Covering 200 or More Employees, by Industry, as of January 1975

Industry	Pay for Work on Holidays													
	Total with Provision		Paid Day Off Plus:						Choice of Holiday Pay or Paid Day off Plus:					
			Straight Time		Time and One-Half		Other		Straight Time		Time and One-Half		Double Time	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.
All Industries .....	820	640,693	10	7,911	26	11,319	8	4,776	13	9,235	39	39,328	11	4,348
Manufacturing .....	458	292,628	1	220	1	450	3	1,191	1	763	3	1,245	6	2,621
Foods and beverages .....	41	19,515	-	-	-	-	-	-	-	-	-	-	-	-
Tobacco products .....	2	777	-	-	-	-	-	-	-	-	-	-	-	-
Rubber and plastic products .....	18	9,529	-	-	-	-	-	-	-	-	-	-	-	-
Leather industries .....	8	2,771	-	-	-	-	-	-	-	-	-	-	-	-
Textile mill products .....	27	11,229	-	-	-	-	-	-	-	-	-	-	-	-
Knitting mills .....	4	1,224	1	220	-	-	-	-	-	-	-	-	-	-
Clothing industries .....	8	6,184	-	-	-	-	-	-	-	-	-	-	-	-
Wood products .....	12	3,239	-	-	-	-	-	-	-	-	-	-	-	-
Furniture and fixtures .....	12	4,156	-	-	-	-	-	-	-	-	-	-	-	-
Paper and allied products .....	41	17,500	-	-	1	450	3	1,191	-	-	2	931	1	250
Printing and publishing .....	11	6,398	-	-	-	-	-	-	1	763	-	-	3	1,406
Primary metal industries .....	28	31,531	-	-	-	-	-	-	-	-	-	-	-	-
Metal fabricating .....	51	18,160	-	-	-	-	-	-	-	-	-	-	-	-
Machinery, except electrical .....	27	14,933	-	-	-	-	-	-	-	-	-	-	-	-
Transportation equipment .....	61	83,423	-	-	-	-	-	-	-	-	-	-	-	-
Electrical products .....	52	37,480	-	-	-	-	-	-	-	-	1	314	-	-
Non-metallic mineral products ....	19	8,986	-	-	-	-	-	-	-	-	-	-	1	765
Petroleum and coal products .....	2	1,100	-	-	-	-	-	-	-	-	-	-	-	-
Chemical and chemical products ...	15	6,777	-	-	-	-	-	-	-	-	-	-	1	200
Miscellaneous manufacturing .....	19	7,716	-	-	-	-	-	-	-	-	-	-	-	-
Non-Manufacturing .....	362	348,065	9	7,691	25	10,869	5	3,585	12	8,472	36	38,083	5	1,727
Forestry .....	10	4,655	-	-	1	637	-	-	-	-	-	-	-	-
Mining and quarrying .....	19	25,158	-	-	-	-	-	-	-	-	-	-	-	-
Transportation .....	35	53,988	-	-	-	-	-	-	-	-	-	-	-	-
Storage .....	1	1,700	-	-	-	-	-	-	-	-	-	-	-	-
Communications .....	14	32,355	-	-	-	-	-	-	-	-	3	12,673	-	-
Electric, gas and water utilities.	13	16,165	-	-	1	420	1	547	-	-	-	-	-	-
Wholesale trade .....	4	1,312	-	-	-	-	-	-	-	-	-	-	-	-
Retail trade .....	20	28,474	-	-	-	-	-	-	-	-	-	-	-	-
Finance, insurance and real estate	1	501	-	-	-	-	-	-	-	-	-	-	-	-
Education and related services ...	49	21,173	-	-	-	-	1	516	-	-	-	-	3	868
Health and welfare services .....	81	32,034	-	-	17	5,053	3	2,522	-	-	24	9,732	-	-
Recreational services .....	2	475	-	-	-	-	-	-	-	-	-	-	-	-
Business services .....	5	2,140	-	-	-	-	-	-	-	-	1	238	-	-
Personal services .....	17	7,390	-	-	-	-	-	-	9	3,195	-	-	-	-
Miscellaneous services .....	2	479	-	-	-	-	-	-	-	-	-	-	-	-
Federal administration .....	43	84,241	-	-	1	221	-	-	1	673	7	15,189	-	-
Provincial administration .....	1	3,739	1	3,739	-	-	-	-	-	-	-	-	-	-
Local administration .....	45	32,086	8	3,952	5	4,538	-	-	2	4,604	1	251	2	859



TABLE 8 (CONT'D)

PAY FOR WORK ON PAID HOLIDAYS

In Ontario Collective Agreements Covering 200 or More Employees, by Industry, as of January 1975

Industry	Pay for Work on Holidays							
	Total with Provision		Varies with Hours Worked, or Holiday		Varies with Employees Covered		Other	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.
All Industries .....	820	640,693	91	77,813	6	6,220	16	7,377
Manufacturing .....	458	292,628	48	35,514	3	2,169	3	825
Foods and beverages .....	41	19,515	7	4,015	1	385	-	-
Tobacco products .....	2	777	-	-	-	-	-	-
Rubber and plastic products .....	18	9,529	-	-	-	-	-	-
Leather industries .....	8	2,771	-	-	-	-	-	-
Textile mill products .....	27	11,229	5	3,930	-	-	-	-
Knitting mills .....	4	1,224	-	-	-	-	-	-
Clothing industries .....	8	6,184	-	-	-	-	-	-
Wood products .....	12	3,239	1	276	-	-	-	-
Furniture and fixtures .....	12	4,156	-	-	-	-	-	-
Paper and allied products .....	41	175,000	15	7,143	2	1,784	1	375
Printing and publishing .....	11	6,398	1	239	-	-	-	-
Primary metal industries .....	28	31,531	2	12,838	-	-	1	230
Metal fabricating .....	51	18,160	8	3,793	-	-	1	220
Machinery, except electrical .....	27	14,933	1	251	-	-	-	-
Transportation equipment .....	61	83,423	4	1,532	-	-	-	-
Electrical products .....	52	37,480	1	490	-	-	-	-
Non-metallic mineral products .....	19	8,986	-	-	-	-	-	-
Petroleum and coal products .....	2	1,100	-	-	-	-	-	-
Chemical and chemical products .....	15	6,777	3	1,007	-	-	-	-
Miscellaneous manufacturing .....	19	7,716	-	-	-	-	-	-
Non-Manufacturing .....	362	348,065	43	42,299	3	4,051	13	6,552
Forestry .....	10	4,655	-	-	-	-	-	-
Mining and quarrying .....	19	25,158	-	-	-	-	-	-
Transportation .....	35	53,988	6	5,457	-	-	1	495
Storage .....	1	1,700	-	-	-	-	-	-
Communications .....	14	32,355	3	7,727	-	-	-	-
Electric, gas and water utilities .....	13	16,165	3	982	-	-	-	-
Wholesale trade .....	4	1,312	-	-	-	-	-	-
Retail trade .....	20	28,474	-	-	-	-	-	-
Finance, insurance and real estate .....	1	501	-	-	-	-	-	-
Education and related services .....	49	21,173	1	578	1	250	1	280
Health and welfare services .....	81	32,034	9	3,298	-	-	6	2,552
Recreational services .....	2	475	1	250	-	-	1	225
Business services .....	5	2,140	2	740	-	-	1	247
Personal services .....	17	7,390	-	-	-	-	-	-
Miscellaneous services .....	2	479	-	-	-	-	1	209
Federal administration .....	43	84,241	17	22,893	-	-	1	610
Provincial administration .....	1	3,739	-	-	-	-	-	-
Local administration .....	45	32,086	1	374	2	3,801	1	1,934









